Patricia M. French Senior Attorney



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July 8, 2005

BY OVERNIGHT DELIVERY AND E-FILE

Mary L. Cottrell, Secretary Department of Telecommunications and Energy One South Station Boston, MA 02110

Re: Bay State Gas Company, D.T.E. 05-27

Dear Ms. Cottrell:

Enclosed for filing, on behalf of Bay State Gas Company ("Bay State"), please find Bay State's responses to the following information requests:

From the Attorney General:

AG-19-17	AG-19-18	AG-19-19	AG-19-20	AG-19-21
AG-19-22	AG-19-23	AG-19-24	AG-19-25	AG-27-13
AG-27-14	AG-27-15	AG-27-16	AG-27-17	AG-27-18

From the Department:

DTE-4-10 (Supp) DTE-15-18

From the USWA:

USWA-2-21

Please do not hesitate to telephone me with any questions whatsoever.

Very truly yours,

Patricia M. French

cc: Per Ground Rules Memorandum issued June 13, 2005:

Paul E. Osborne, Assistant Director – Rates and Rev. Requirements Div. (1 copy) A. John Sullivan, Rates and Rev. Requirements Div. (4 copies) Andreas Thanos, Assistant Director, Gas Division (1 copy) Alexander Cochis, Assistant Attorney General (4 copies) Service List (1 electronic copy)

RESPONSE OF BAY STATE GAS COMPANY TO THE NINETEENTH SET OF INFORMATION REQUESTS FROM THE ATTORNEY GENERAL

D. T. E. 05-27

Date: July 8, 2005

Responsible: Steven A. Barkauskas, Vice President Total Rewards NiSource Corporate Services Company

AG-19-17 Referring to the Company's response to Information Request AG-1-40,

Attachment (a), page 5, please provide the workpapers, calculations, formulas, assumptions, and other supporting documentation for the Rate of Compensation Increases of 4.00 percent used for the determination of

the benefits obligation.

Response: The 4 percent amount is an assumption that NiSource management

believes to be reasonable with regard to average future wage increases.

RESPONSE OF BAY STATE GAS COMPANY TO THE NINETEENTH SET OF INFORMATION REQUESTS FROM THE ATTORNEY GENERAL

D. T. E. 05-27

Date: July 8, 2005

Responsible: Steven A. Barkauskas, Vice President Total Rewards NiSource Corporate Services Company

AG-19-18 Referring to the Company's response to Information Request AG-1-40,

Attachment (a), page 5, please provide the workpapers, calculations, formulas, assumptions, and other supporting documentation for the Discount Rate of 6.25 percent used for the determination of the net

periodic benefit cost.

Response: Please see the Company's response to AG 19-16.

RESPONSE OF BAY STATE GAS COMPANY TO THE NINETEENTH SET OF INFORMATION REQUESTS FROM THE ATTORNEY GENERAL

D. T. E. 05-27

Date: July 8, 2005

Responsible: Steven A. Barkauskas, Vice President Total Rewards NiSource Corporate Services Company

AG-19-19 Referring to the Company's response to Information Request AG-1-40,

Attachment (a), page 5, please provide the workpapers, calculations, formulas, assumptions, and other supporting documentation for the Rate of Compensation Increases of 4.00 percent used for the determination of

the net periodic benefit cost.

Response: Please see the response to AG 19-17.

RESPONSE OF BAY STATE GAS COMPANY TO THE NINETEENTH SET OF INFORMATION REQUESTS FROM THE ATTORNEY GENERAL

D. T. E. 05-27

Date: July 8, 2005

Responsible: Steven A. Barkauskas, Vice President Total Rewards NiSource Corporate Services Company

AG-19-20

Referring to the Company's response to Information Request AG-1-40, Attachment (a), page 5, please provide the workpapers, calculations, formulas, assumptions, and other supporting documentation for the Expected Long-Term Rate of Return on Plan Assets of 9.00 percent used for the determination of the net periodic benefit cost. Please include in the response the assumed allocation of assets and the assumed returns on each of those asset classes.

Response:

NiSource pension assets returned an annual average of over 9 percent from 1990 to 2004. Also, looking at investment returns in general over a 25-year period, we see that there is support for the 9.0% assumption. Below are the average annual returns from 1978 to 2002 for the S&P 500 index, the MSCI EAFE Index in US Dollars, and the Lehman Brothers Aggregate Bond Index. A portfolio of these indices with similar allocations to the NiSource pension investments (50% US Equity/15% International Equity/35% Fixed Income) shows that such a portfolio would have produced an average annual return of over 11% over those 25 years. (See worksheet below.)

				Portfolio*
(Past 25 Years 1978-2002)	S&P 500	EAFE	LB Aggr.	Annual Return
Avg Annual Rate of Return:	13.51%	10.22%	9.60%	11.65%

^{*} Portfolio consists of 50% S&P 500, 15% EAFE and 35% LB Aggr.

Given more recent lower investment returns and the expectation for lower future investment returns, a 9.0% expected long-term rate of return is used for the Pension Fund. A 9.0% expected long-term rate of return assumption is also in line with rate of return assumptions used by other corporate pension plans.

RESPONSE OF BAY STATE GAS COMPANY TO THE NINETEENTH SET OF INFORMATION REQUESTS FROM THE ATTORNEY GENERAL

D. T. E. 05-27

Date: July 8, 2005

Responsible: Steven A. Barkauskas, Vice President Total Rewards NiSource Corporate Services Company

AG-19-21 Referring to the Company's response to Information Request AG-1-40,

Attachment (d), page 7, please provide the workpapers, calculations, formulas, assumptions, and other supporting documentation for the Discount Rate of 6.00 percent used for the determination of the benefits obligation. Please also provide a complete and detailed description of the reasons that it is different from the Discount Rate used to determine the

net periodic benefit cost.

Response: Please see the Company's response to AG 19-16.

RESPONSE OF BAY STATE GAS COMPANY TO THE NINETEENTH SET OF INFORMATION REQUESTS FROM THE ATTORNEY GENERAL

D. T. E. 05-27

Date: July 8, 2005

Responsible: Steven A. Barkauskas, Vice President Total Rewards NiSource Corporate Services Company

AG-19-22 Referring to the Company's response to Information Request AG-1-40,

Attachment (d), page 7, please provide the workpapers, calculations, formulas, assumptions, and other supporting documentation for the Health Care Cost Trend rates used for the determination of the benefits

obligation.

Response: The health care cost trend is an assumption that NiSource management

believes to be reasonable with regard to average future health care increases. For the September 30, 2004 measurement date the trend rate was 10 percent grading down to 5 percent in 2009. The 10 percent rate aligns with increases over the past few years. The 5 percent rate is

intended to represent a long-term, sustainable rate.

RESPONSE OF BAY STATE GAS COMPANY TO THE NINETEENTH SET OF INFORMATION REQUESTS FROM THE ATTORNEY GENERAL

D. T. E. 05-27

Date: July 8, 2005

Responsible: Steven A. Barkauskas, Vice President Total Rewards NiSource Corporate Services Company

AG-19-23 Referring to the Company's response to Information Request AG-1-40,

Attachment (d), page 7, please provide the workpapers, calculations, formulas, assumptions, and other supporting documentation for the Discount Rate of 6.25 percent used for the determination of the net

periodic benefit cost.

Response: Please see the Company's response to AG 19-16.

RESPONSE OF BAY STATE GAS COMPANY TO THE NINETEENTH SET OF INFORMATION REQUESTS FROM THE ATTORNEY GENERAL

D. T. E. 05-27

Date: July 8, 2005

Responsible: Steven A. Barkauskas, Vice President Total Rewards NiSource Corporate Services Company

AG-19-24

Referring to the Company's response to Information Request AG-1-40, Attachment (d), page 7, please provide the workpapers, calculations, formulas, assumptions, and other supporting documentation for the Expected Return on Plan Assets of 8.75 percent used for the determination of the net periodic benefit cost. Please include in the response the assumed allocation of assets and the assumed returns on each of those asset classes.

Response:

NiSource VEBA Trust assets are allocated in a similar manner to the NiSource Pension Fund, which has an expected long-term rate of return on plan assets of 9.0%. The primary difference between the asset allocation of the VEBA Trust and the Pension Fund, is that the VEBA Trust investment policy does not allow for higher risk/higher return investments such as private equity, hedge funds, distressed debt and high yield bonds. Since these higher returning investments are assets of the Pension Fund, but are not assets of the VEBA Trusts, the expected long-term rate of return for the VEBA Trusts was reduced to 8.75%.

RESPONSE OF BAY STATE GAS COMPANY TO THE NINETEENTH SET OF INFORMATION REQUESTS FROM THE ATTORNEY GENERAL

D. T. E. 05-27

Date: July 8, 2005

Responsible: Steven A. Barkauskas, Vice President Total Rewards NiSource Corporate Services Company

AG-19-25

Referring to the Company's response to Information Request AG-1-40, Attachment (e), page 8, please provide the workpapers, calculations, formulas, assumptions, and other supporting documentation for the Expected Return on Plan Assets of 7.50 percent used for the determination of the net periodic benefit cost. Please include in the response the assumed allocation of assets and the assumed returns on each of those asset classes.

Response:

NiSource VEBA Trust assets are allocated in a similar manner to the NiSource Pension Fund, which has an expected long-term rate of return on plan assets of 9.0 percent. The primary difference between the asset allocation of the VEBA Trust and the Pension Fund, is that the VEBA Trust investment policy does not allow for higher risk/higher return investments such as private equity, hedge funds, distressed debt and high yield bonds. Since these higher returning investments are assets of the Pension Fund, but are not assets of the VEBA Trusts, the expected long-term rate of return for the VEBA Trusts was reduced to 8.75 percent.

The Taxable VEBA Trusts are subject to the payment of Unrelated Business Income Tax (UBIT) on some income, so the expected long-term rate of return on plan assets for these trusts was further reduced to 7.5 percent.

RESPONSE OF BAY STATE GAS COMPANY TO THE TWENTY-SEVENTH SET OF INFORMATION REQUESTS FROM THE ATTORNEY GENERAL

D. T. E. 05-27

Date: July 8, 2005

Responsible: Steven A. Barkauskas, Vice President Total Rewards NiSource Corporate Services Company

AG-27-13 Referring to the response to Information Request AG-4-8, please provide the workpapers, calculations, formulas, assumptions, studies, analyses and all other supporting documentation that Hewitt used to determine the discount rate.

Response: Please see the Company's response to AG 19-16.

RESPONSE OF BAY STATE GAS COMPANY TO THE TWENTY-SEVENTH SET OF INFORMATION REQUESTS FROM THE ATTORNEY GENERAL

D. T. E. 05-27

Date: July 8, 2005

Responsible: Steven A. Barkauskas, Vice President Total Rewards NiSource Corporate Services Company

AG-27-14 Referring to the response to Information Request AG-4-9, please provide

the workpapers, calculations, formulas, assumptions, studies, analyses, and all other supporting documentation that Hewitt used to determine the

return on pension trust fund assets.

Response: Please see the Company's response to AG 19-20.

RESPONSE OF BAY STATE GAS COMPANY TO THE TWENTY-SEVENTH SET OF INFORMATION REQUESTS FROM THE ATTORNEY GENERAL

D. T. E. 05-27

Date: July 8, 2005

Responsible: Steven A. Barkauskas, Vice President Total Rewards NiSource Corporate Services Company

AG-27-15 Referring to the response to Information Request AG-4-10, please

provide the workpapers, calculations, formulas, assumptions, studies, analyses and all other supporting documentation that Hewitt used to

determine the wage base increase factor.

Response: Please see the Company's response to AG 19-17.

RESPONSE OF BAY STATE GAS COMPANY TO THE TWENTY-SEVENTH SET OF INFORMATION REQUESTS FROM THE ATTORNEY GENERAL

D. T. E. 05-27

Date: July 8, 2005

Responsible: Steven A. Barkauskas, Vice President Total Rewards

NiSource Corporate Services Company

AG-27-16 Referring to the response to Information Request AG-4-18, please

provide the workpapers, calculations, formulas, assumptions, studies, analyses and all other supporting documentation that Hewitt used to

determine the discount rate.

Response: Please see the Company's response to AG 19-21.

RESPONSE OF BAY STATE GAS COMPANY TO THE TWENTY-SEVENTH SET OF INFORMATION REQUESTS FROM THE ATTORNEY GENERAL

D. T. E. 05-27

Date: July 8, 2005

Responsible: Steven A. Barkauskas, Vice President Total Rewards

NiSource Corporate Services Company

AG-27-17 Referring to the response to Information Request AG-4-99, please

provide the workpapers, calculations, formulas, assumptions, studies, analyses, and all other supporting documentation that Hewitt used to

determine the return on PBOPs trust fund assets.

Response: Please see the Company's response to AG 19-24 and AG 19-25.

RESPONSE OF BAY STATE GAS COMPANY TO THE TWENTY-SEVENTH SET OF INFORMATION REQUESTS FROM THE ATTORNEY GENERAL

D. T. E. 05-27

Date: July 8, 2005

Responsible: Steven A. Barkauskas, Vice President Total Rewards NiSource Corporate Services Company

AG-27-18 Referring to the response to Information Request AG-4-10, please provide the workpapers, calculations, formulas, assumptions, studies, analyses and all other supporting documentation that Hewitt used to determine the trends in health care, Medicare, and prescription drug

costs.

Response: Please see the Company's response to AG 19-22.

RESPONSE OF BAY STATE GAS COMPANY TO THE FOURTH SET OF INFORMATION REQUESTS FROM THE D.T.E. D. T. E. 05-27

Date: July 8, 2005

Responsible: Lawrence R. Kaufmann, Consultant (PBR)

SUPPLEMENTAL RESPONSE

- DTE-4-10 Refer to Exh.BSG/LRK-2. Please re-run the econometric cost model considering:
 - (a) total cost (including capital, labor, and other O&M costs);
 - (b) pensions in the labor input price;
 - (c) "the rate freeze" factor;
 - (d) the period 1993-2004
 - (e) based on the new results, please update Exh.BSG/LRK-2;
 - (f) based on the new results, would the Company propose a new consumer dividend? If yes, why? If not, why not?

Response:

- (a) (d), (e) The results of the econometric run that incorporate all the requested revisions in (a)-(d) above are presented in the spreadsheet attached as Attachment DTE-4-10.
- (f) I would not propose a new consumer dividend based on these results for two main reasons.

First, these econometric results are markedly inferior to those presented in Exh. BSG/LRK-2. The coefficient on the percent of non-iron and bare steel main is now no longer statistically significant, even though this variable is known to be an actual driver of gas distributors' operation and maintenance and capital replacement costs. The system age proxy is also no longer statistically significant. Moreover, 100% of the regularity conditions were satisfied in the econometric model presented in Exh. BSG/LRK-2 while only 92% of these regularity conditions are satisfied in the specification requested here.

Second, this econometric specification does not respond to the "capital vintaging" concerns that the Department expressed about the econometric cost model presented in D.T.E. 03-40. In that proceeding, the Department rejected very similar econometric results because it believed they did not control appropriately for differences in the vintages of utilities' capital stocks.

Because this econometric specification yields inferior results to that presented in Exh. BSG/LRK-2 and does not respond to the

Department's stated concerns for nearly identical econometric models, it should not be used as a basis for proposing a consumer dividend for Bay State.

SUPPLEMENTAL RESPONSE

See Attachment DTE-4-10, which was inadvertently excluded from the Company's June 16, 2004 response.

Table One

GAS DISTRIBUTION SAMPLE

		Number of			Number of
Region	Company	Customers (2002)	Region	Company	Customers
Northeast		(2002)	North Cen	stral	(2002)
Northcast	Bay State Gas	279,512	North Cer	Consumers Power	1,652,309
	Boston Gas	553,551		East Ohio Gas	1,213,805
	Brooklyn Union	1,245,106		Illinois Power	399,499
	Central Hudson Gas & Electric	66,757		Interstate Power	223,232
	Commonwealth Gas	248,736		Madison Gas & Electric	124,416
	Connecticut Energy	169,319		North Shore Gas	151,548
	Connecticut Natural Gas	148,133		Northern Illinois Gas	2,023,255
	Consolidated Edison	1,051,776		Peoples Gas Light & Coke	837,212
	New Jersey Natural Gas	437,311		Wisconsin Gas	556,768
	Niagara Mohawk	551,436		Wisconsin Gus Wisconsin Power & Light	165,567
	Orange & Rockland Utilities	121,182	South Cer	ē	105,507
	PECO	449,108	Boutin Cen	Alabama Gas	461,232
	People's Natural Gas	354,358		Louisville Gas & Electric	308,344
	PG Energy	157,465		Oklahoma Natural Gas	778,820
	Providence Energy	243,204	Texas	Oktanoma Patarar Gas	770,020
	Public Service Electric & Gas	1,665,668	Texas	Enserch	1,450,879
	Rochester Gas & Electric	289,860	Southwest		1,130,077
South Atlan		207,000	Boddiwesi	Questar	735.847
Boutil 7 Itiu	Baltimore Gas & Electric	609,349		Southwest Gas	1,406,648
	Atlanta Gas Light	1,519,499	Northwest		1,100,010
	Public Service Company of North Carolina	367,177	rtorarwesi	Cascade Natural Gas	204,735
	Washington Gas Light	941,456		Northwest Natural Gas	549,213
	Washington Oas Zigin	7.1,.00		Washington Natural Gas	613,540
			California	e e	015,510
			Camorina	Pacific Gas & Electric	3,940,442
				San Diego Gas & Electric	782,530
				Southern California Gas	5,143,877
				Southern Camorina Gas	3,143,077
			Total Sam	ple	35,193,681
			Industry T	°otal*	66,410,361
			Percentage	e of U.S. Total	53.0%
			Number o	f Sampled Firms	43

^{*}Source For US Total: U.S. Energy Information Administration, Natural Gas Annual 2002

Table Two

1999-2003 AVERAGE VALUES OF VARIABLES IN THE BENCHMARKING STUDY: BAY STATE GAS DISTRIBUTION (1999-2003)

		U.S. Sample		
Variable	Units	Average	Bay State	Bay State/Mean
Gas Distribution Total Cost	1,000 Dollars	358,427	195,066	0.544
Number of Customers	Customers	815,497	273,107	0.335
Total Throughput	MDt	186,524	63,497	0.340
Price of Labor Services	Index Number	44,965	50,024	1.113
Price of Materials	Index Number	101.886	101.976	1.001
Non-iron and Bare Steel in Dx Miles	Percent	84.39%	69.62%	0.825
Number of Electric Customers	Customers	634,485	0	0.000
Northeast Dummy Variable	Dummy	0.421	1.000	2.375
Distribution Main	Miles	10,640	4,635	0.436
Rate Freeze Factor	Dummy	0.024	1.000	41.200
System Age Proxy	Ratio	0.165	0.045	0.275

Table Three

ECONOMETRIC TOTAL COST MODEL FOR GAS DISTRIBUTION

VARIABLE KEY

L = Labor Price

K = Capital Price

N = Number Customers

V = Total Throughput

NI = Percent Non-Iron and Steel in Dx miles

E = Number Electric Customers

D = Northeast Dummy

M = Miles of Distribution Main

R = Rate Freeze Factor

S = System Age Proxy

EXPLANATORY VARIABLE	PARAMETER ESTIMATE	T- STATISTIC	EXPLANATORY VARIABLE	PARAMETER ESTIMATE	T-STATISTIC
L	0.205	71.776	NI	-0.022	-0.434
LL	0.044	1.177			
LK	-0.138	-5.510	E	-0.005	-4.303
LN	-0.018	-2.490			
LV	-0.014	-1.899	D	0.084	10.683
K	0.639	213.384	M	0.102	2.774
KK	0.210	9.499			
KN	0.014	2.712	R	0.000	-0.141
KV	0.012	2.009			
			S	-0.017	-1.534
N	0.571	13.735			
NN	-0.425	-6.062	Constant	8.150	504.210
NV	0.449	5.530			
			System Rbar-Squared		0.967
V	0.203	5.773	•		
VV	-0.529	-5.363	Number of Obsevations		453
			Years of Sampled Data		1993-2003

Table Four

ACTUAL AND PREDICTED O&M COST BAY STATE GAS (1999-2003)

	Actual O&M Cost \$1000	Predicted O&M Cost \$1000	Difference (%)	T-statistic
Bay State	195,066	191,518	1.8%	0.58

RESPONSE OF BAY STATE GAS COMPANY TO THE FIFTEENTH SET OF INFORMATION REQUESTS FROM THE D.T.E. D. T. E. 05-27

Date: July 8, 2005

Responsible: Stephen H. Bryant, President Danny G. Cote, General Manager

DTE-15-18 Refer to BSG/SHB-1, at 26-27. Please indicate the specific steps or initiatives that the Company will take under its strategic plan going forward to reduce or contain costs, increase efficiency, and/or promote innovation. Breakdown the steps or initiatives into (i) short-term strategies, (ii) mediumterm strategies, and (iii) long-term strategies.

Response: Over the short term (immediate) Bay State will continue to use the following tools to achieve cost and productivity efficiencies:

- Bay State will continue to expand the use of its logistics center and mobile data to make and schedule (or re-schedule) appointments as necessary to insure maximum productivity from the service and metering workforce. In addition the logistic center will work with area supervisors to manage individual performance and achieve departmental productivity goals on a daily basis.
- Each operating department will use our activity based budgeting and reporting system to manage labor productivity and unit costs on a monthly basis.
- Each operating department will use departmental productivity and return trip reports to achieve unit cost and labor productivity goals.

Over the mid-term (2 to 3 years) Bay State will participate with other Nisource LDC's in the Work Management initiative. This undertaking is designed to provide Bay State with best in class cost and productivity management tools from the deployment of new hardware and software designed to automate manual functions, provide more effective tools for the execution of various operating tasks, and to provide highly effective management reporting.

Over the long term (5 years and beyond) Bay State expects the SIR program to reduce future leak repair volumes (thus costs) as well as reduce the level of leakage surveys required in the Bay State system. This will occur because over time the SIR program will reduce the amount of high maintenance of bare and coated unprotected mains and services in our system.

Also, Bay State will participate in NiSource's recently-announced outsourcing initiative that is intended to contain costs, increase efficiency, and promote innovation. Please see the Company's response to DTE-18-01 for further discussion of this initiative.

RESPONSE OF BAY STATE GAS COMPANY TO THE SECOND SET OF INFORMATION REQUESTS FROM USWA, AFL-CIO/CLC D. T. E. 05-27

Date: July 8, 2005

Responsible: Stephen H. Bryant, President

USWA-2-21: For 1999 to date, the total number of hours and the cost of overtime performed at the Call Center, aggregated by month. For the same time period, provide all documents consulted, informing, relating to or regarding the use of overtime to fill positions at the Call Center.

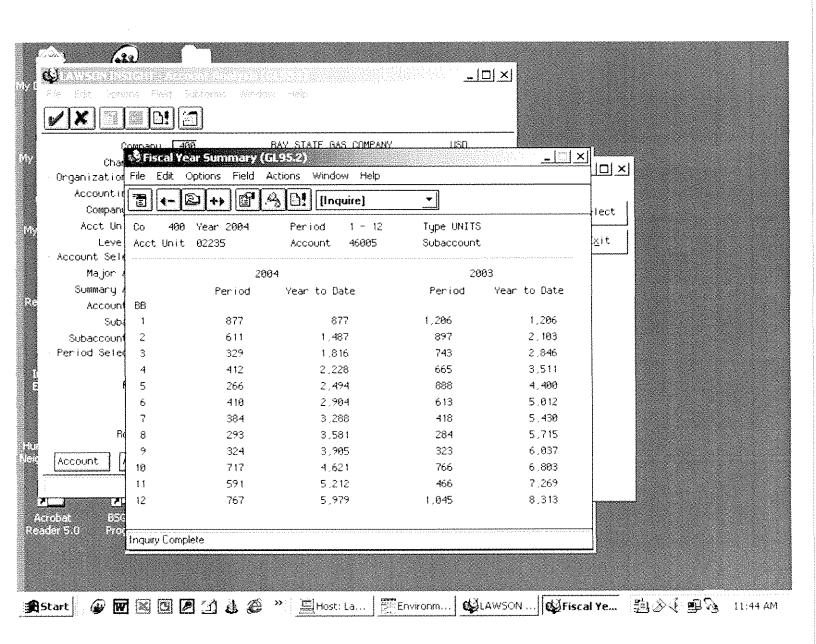
Response:

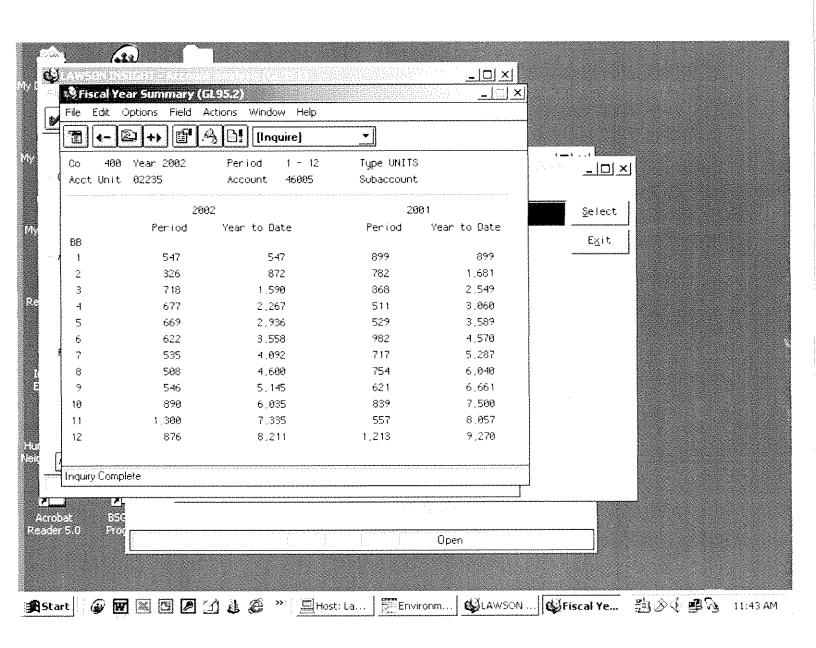
Please see Attachment USWA – 2-21 (a) for the overtime hours accumulated at the Springfield Contact Center by month from October 1999 through 2004. Overtime data prior to October 1999 is not available, as the current system was not put into place until late 1999. Overtime hours are reported from the Company's payroll system.

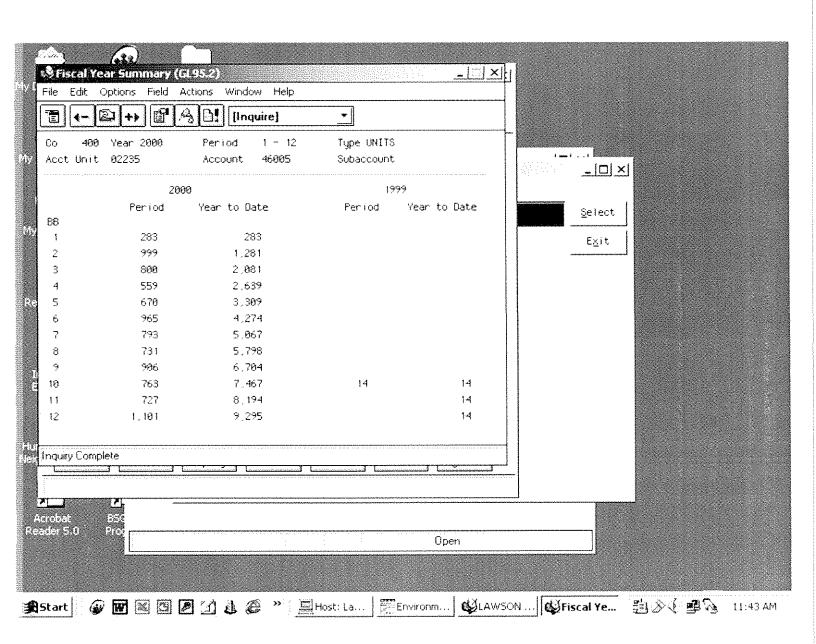
See Attachment USWA -2-21 (b) for the payroll expenses associated with overtime at the Springfield Contact Center for the period October 1999 through 2004. Expense data prior to October 1999 is not available, as the current system was not put into place until late 1999. Expense data are reported from the Company's payroll system.

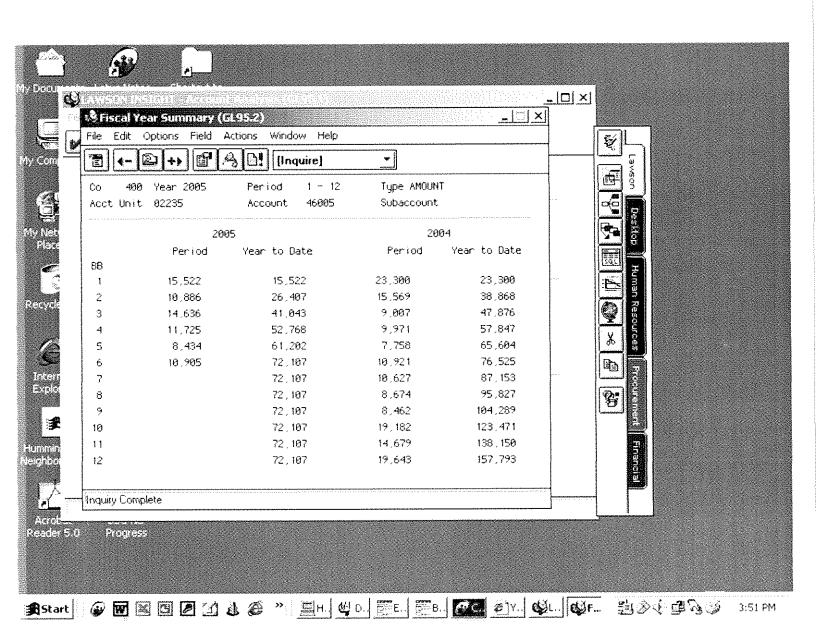
See Attachment USWA-2-21 (c) for a copy of the relevant pages of the current USWA labor agreement covering the Springfield Contact Center employees. Pages 16-17 from this agreement address the Company's overtime policy, including the use of overtime to fill positions at the Contact Center.

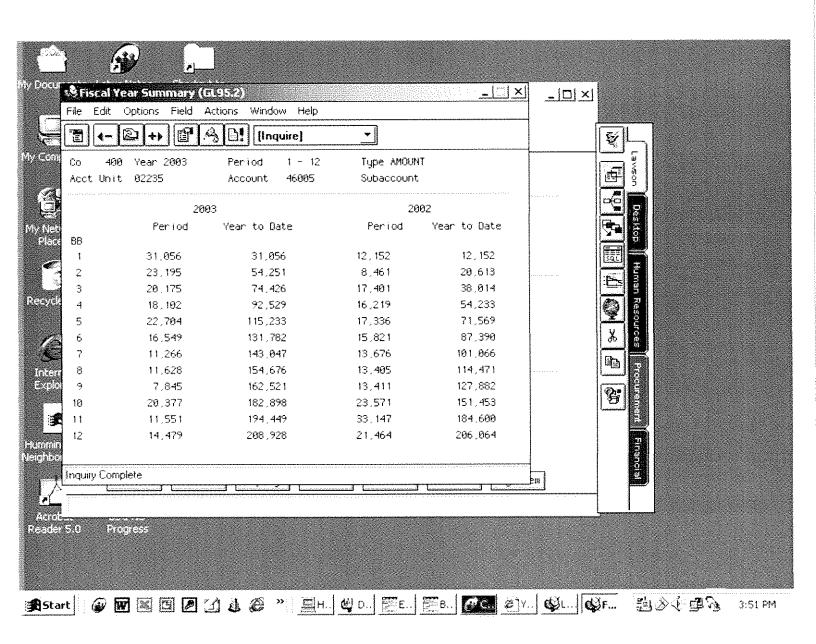
See Attachment USWA - 2-21 (d) for samples of E-mail communication to Contact Center employees offering overtime opportunities during peak periods and to cover shifts of absent employees (vacation, illness, etc.). E-mails are the communications mode used to execute overtime policy described in the agreement.

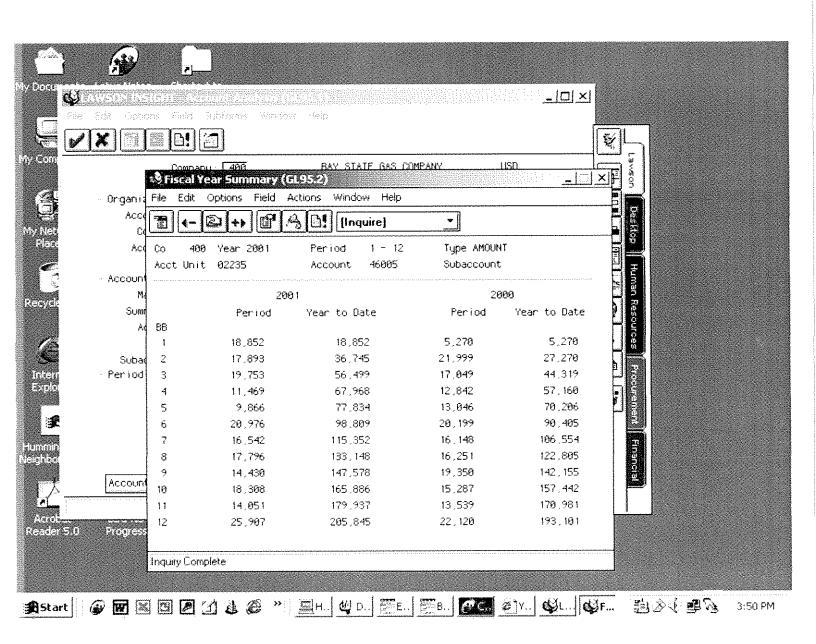


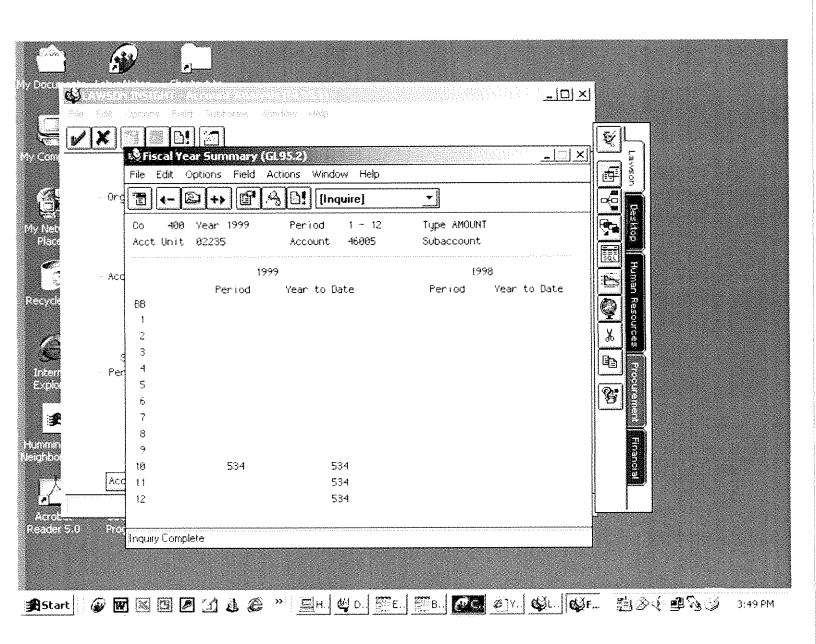


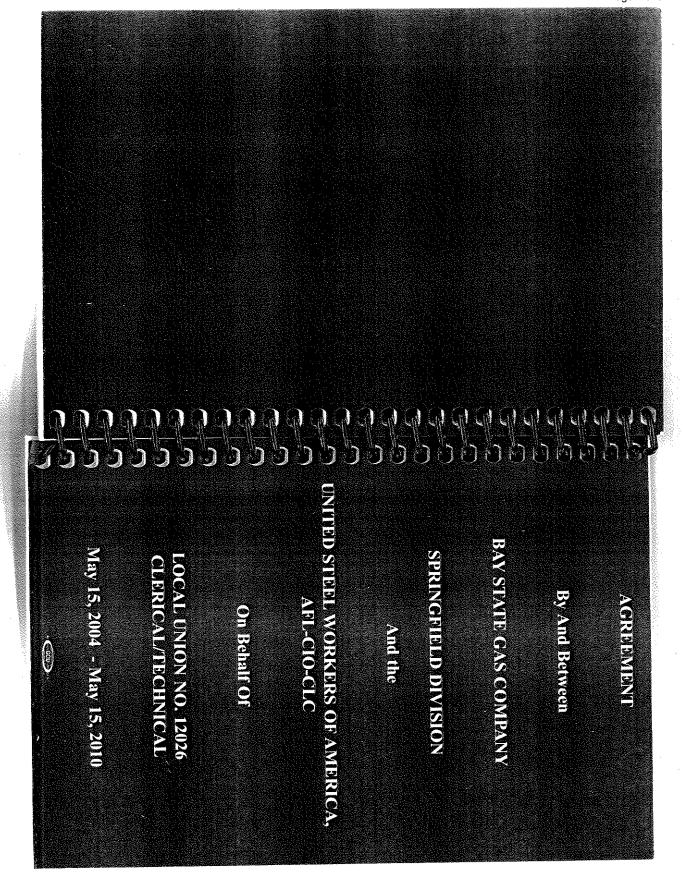












classification. The Company will supply employees with tracking calendars at their request.

Time spent in a temporary transfer is not to be used as a determining factor in the awarding of a job to a job bidder.

TEMPORARY TRANSFERS

ō.

An employee who is temporarily transferred to a job in a higher grade shall be paid the numinum for the job or the step rate next above their present rate, whichever is higher. An employee who is temporarily transferred to a job in the same grade shall be paid their An employee who is temporarily transferred to a job in a lower grade shall continue to employee who is temporarily transferred to a job in a lower grade shall continue to employee who is temporarily transferred to a job in a lower grade shall continue to the event their regular rate of pay and continue the established progression in their grade. However, this shall not apply where employees are learning the duties of the new job. If, However, the employee has held the position before and was at the rate maximum, the however, the employee has held the position before and was at the rate maximum, the employee would receive the maximum rate. If the employee has been transferred to the employee would receive the maximum rate. If the employee has been transferred to the job in the past, they would receive credit for the time spent on said transfer and the paid progression rate would apply.

ALLOWANCES

OVERTIME BATE

One and one-half times an employee's regular hourly rate shall be paid to a regular full time employee for hours worked in excess of forty (40) hours in any one work week and in excess of eight (8) hours in any one workday. Overtime rate of pay shall not be applied more then once to any particular hour of overtime work.

An employee who works seven (7) days within a workweek will be paid double time for all work performed on the seventh day.

OVERTIME DISTRIBUTION

It is recognized by both the Company and the Union that the needs of a public utility operation may require overtune work and that the work involved must be accomplished by qualified employees. The amount of overtime and the schedule for working such overtime will be established by the Company. The Company, in scheduling in-classification overtime work, will distribute such overtime work in accordance with the overtime list(s), to employees in-classification who are qualified to perform the work available.

MINISTER STREET, STREE

(a) Overtime will be distributed on a rotating basis, based on an in-department within job classifications. in-classification bargaining unit seniority list to regular full-time employees

(b) The overtime list and the list for holiday overtime will be updated and posted

again until all other employees on the overtune list, in rotation, have been offered (c) Employees who refuse overtime opportunity will not be offered overtime such overtime opportunity

CALL-OUT AND EARLY WORK START

before requiring the junior employees in-classification to work such overtime overtime, the Company will attempt to use qualified volunteers out of classification If overtime is still available after following the procedure above for in-classification

at the rate of double time for such time worked but not less than $six(\delta)$ hours pay at their regular straight time rate of pay for such call-back. day (period or shift) and after leaving the premises of the Company, shall be paid Employees who are recalled to report for work after completing a scheduled work

b. Travel Time

c. Advance Notice Fifteen (15) minutes travel time shall be allowed each way on such call-back

The call-out allowance shall not apply when the employee has been given at least twelve (12) hours advance notice of such call-out. When this occurs, the rate and tune-and-one-half for hours worked outside of the regular work schedule shall

d. Early Work Start

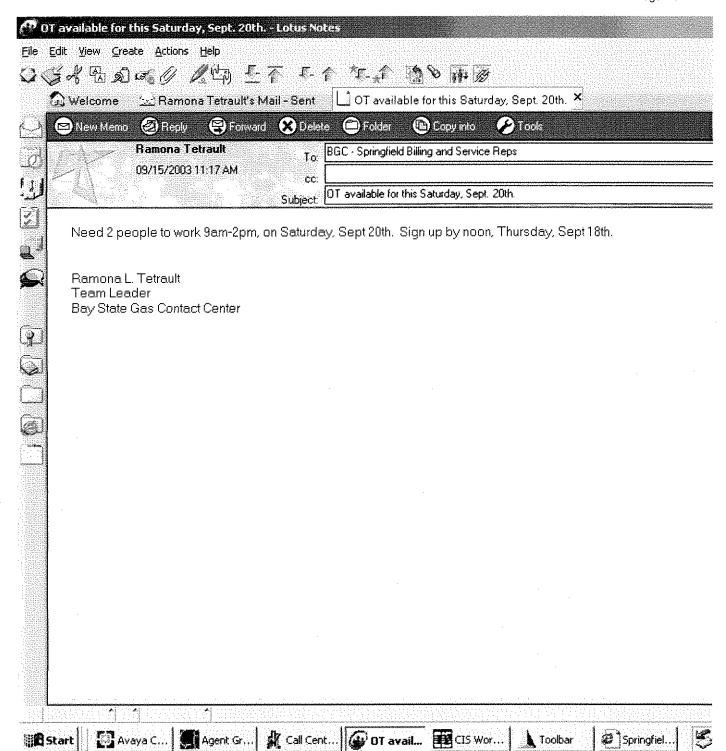
until their starting time when they continue to work into their scheduled workday shall be paid at the rate of time-and-one-half from the time the call is received An employee called within two (2) hours of their regular scheduled reporting time

SHIFT WORK AND PREMIUMS

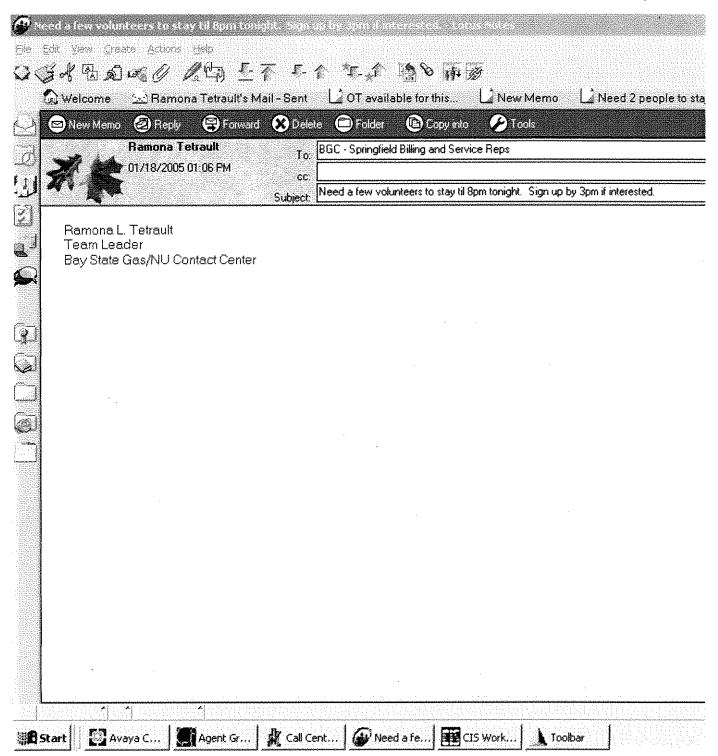
4

First, second and third shifts are defined as follows

If a majority of the hours of a scheduled shift full within the hours of 8.00a.m. to 4:00 p.m., the shift will be considered the first shift



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J X %		cc: L Subject: OT	available for this Satu	rday, June 18th.	
Sigr Rar	n up by noon, Thursday, June		he determined la	ter on in the week	
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Bay	/ State Gas/NU Contact Cente	ır.			
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Ramona L. Tetrault Team Leader Bay State Gas/NU Contact Center